



# County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA  
Chief Executive Officer

Board of Supervisors  
GLORIA MOLINA  
First District

MARK RIDLEY-THOMAS  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

October 23, 2012

To: Supervisor Zev Yaroslavsky, Chairman  
Supervisor Gloria Molina  
Supervisor Mark Ridley-Thomas  
Supervisor Don Knabe  
Supervisor Michael D. Antonovich

From: William T Fujioka  
Chief Executive Officer

A handwritten signature in black ink, appearing to read "W. T. Fujioka", is written over the printed name and title.

## **DEPARTMENT OF PROBATION REQUEST TO APPOINT MARGARITA E. PEREZ TO THE POSITION OF CHIEF DEPUTY PROBATION OFFICER (UNCLASSIFIED)**

The Department of Probation with the support of the Chief Executive Office requests approval to appoint Margarita E. Perez to the position of Chief Deputy Probation Officer (UC), at an annual salary of \$190,000 with a reimbursement of up to \$10,000 for reasonable actual costs of relocating her family and personal residence. The salary placement for Ms. Perez onto Management Appraisal and Performance Plan (MAPP) Tier I Salary Range R18, the Board-approved range for this classification, is slightly below the control point and in line with Ms. Perez's experience, technical expertise, and the role and responsibilities she will be assuming in this position.

This request is based on the Probation Department's October 1, 2012 memo to your Board describing the Department's vision for leading cultural change. Chief Powers illustrated the need for structural change which included dividing the current Chief Deputy Probation Officer (UC) position into two Assistant Chief Probation Officer positions. Given the size and complexity of the Probation Department's operations and past management and program challenges and deficiencies, the establishment of two Chief Deputies is expected to strengthen overall oversight, enhance performance, increase accountability, and long-term, effect necessary cultural change. These two positions will build the internal career ladder and contribute to future succession planning and recruitment efforts. In addition, the new district-concept structure and the two top positions will provide for a more reasonable span of control.

*"To Enrich Lives Through Effective And Caring Service"*

**Please Conserve Paper – This Document and Copies are Two-Sided  
Intra-County Correspondence Sent Electronically Only**

As one of two Chief Deputy Probation Officer (UC) positions, Ms. Perez will be responsible for the oversight of day-to-day operations of all Juvenile and Adult field operations, including AB 109 Public Safety Realignment. These functions are being redistributed – either centralized or decentralized, consistent with the reorganization of a Bureau Chief District structure. This will require relocating a number of Bureau Chiefs from headquarters to outlying offices to have more immediate access to, and observation of operations and staff, breaking down silos, and increased accountability and responsiveness to the regions. These functions are performed by approximately 2,591 (40%) budgeted positions of the Department's 6,520 total budgeted positions.

Ms. Perez has 24 years of experience working for the State of California in the field of corrections. Since February of 2006, Ms. Perez has been working for the Adult Parole Operations Division in the Department of Corrections, most recently being appointed to the Director position in August of 2012. As the Director, Ms. Perez is responsible for developing operational policies and procedures for statewide implementation, conferring with members of the public and representatives of national, state and local governmental agencies to formulate and implement procedures for correctional planning, collaborating with local, public and community based organizations in deploying crime interdiction and successful parolee integration strategies, and representing the Department before the Legislature and Executive branches of government on policy and budget issues.

In Ms. Perez's prior assignments with the State of California, she held various titles throughout the Department of Corrections and the Board of Parole Hearings. Ms. Perez's career started as a Correctional Officer in 1988 and she has promoted through the ranks holding the positions of Administrative Assistant to the Department of Corrections, Correctional Sergeant, Parole Agent I, Parole Agent II, Parole Agent III, Chairwoman/Commissioner of the former Board of Prison Terms, Commissioner of the Board of Parole Hearings, Parole Administrator, Associate Director, and Deputy Director.

In accordance with the policy on managerial appointments, unless otherwise instructed by your Board by November 6, 2012, the Chief Executive Office will advise the Department of Probation that authorization has been granted to approve:

- Ms. Perez's annual base salary of \$190,000,
- reimbursement of up to \$10,000 for reasonable actual costs of relocating her family and personal residence.

Each Supervisor  
October 23, 2012  
Page 3

If you have any questions, please contact me, or your staff may contact Steve Masterson at (213) 974-8481.

WTF:BC:EFS  
SJM:AP:ra

c: Executive Office, Board of Supervisors  
County Counsel  
Human Resources  
Probation